

## NEW JERSEY CHILD LABOR LAW

### PERMITS FARMERS TO EMPLOY CHILDREN

THEY MAY WORK ON A FARM.....

If they are 12 YEARS OF AGE.

As many as 60 HOURS A WEEK as long as you don't let them work more than 10 HOURS A DAY or more than 6 DAYS IN A ROW.

If you allow them a 30 MINUTE MEAL OR REST PERIOD AFTER 5 CONSECUTIVE HOURS OF WORK.

With NO RESTRICTIONS as to TIME of day or night EXCEPT that children UNDER 16 cannot work DURING THE HOURS they are REQUIRED to spend IN SCHOOL.

WITHOUT WORK PERMITS if they are 16 YEARS OF AGE OR OLDER.

WITH WORK PERMITS if they are UNDER 16.

The work permits may be easily obtained by:

- (1) Parent or legal guardian making application to the School Issuing Officer in the school district in which the child resides if living in the State of New Jersey, or in the school district in which the child is to work if permanent residence is in another state.
- (2) Presenting to the School Issuing Officer a proof of age (Birth Certificate, Baptismal Certificate, or other acceptable proof).

The permit is valid for 6 months and can be renewed without presenting proof of age. Child may take permit from job to job and the employing Farmer should keep it on file.

THEY MAY PERFORM ALL WORK THAT IS NOT DANGEROUS.....

Children UNDER 16 YEARS OF AGE may use standard domestic type machines, office machines, standard types of poultry feeders, egg graders, egg washers, egg coolers and milking machines.

Children 16 YEARS OF AGE and over may drive tractors and operate all machinery except the few listed later on as hazardous.

Children 18 YEARS OF AGE and over are permitted to do everything you care to assign them because they are no longer covered under any Child Labor Law provisions.

Like so many other things, the observance of a few simple rules is not overly difficult, and may help avoid problems at some future date and make our children healthier and better able to do a man's work when the time comes. Work accident rate incidence is twice the average for workers under 18. The list of hazardous work on the next page, which pertains only to workers under 18 years of age, contains nothing particularly startling since most of the activities prohibited are extremely hazardous even for adults.

## 18 YEARS IS THE MINIMUM AGE FOR SOME HAZARDOUS WORK.....

In connection with the following PRODUCTS:

1. Dangerous or poisonous acids and dyes.
2. Injurious quantities of toxic or noxious dusts, gases, vapors, or fumes.
3. Benzol or any benzol compound which is volatile or which can penetrate the skin.
4. Explosives and highly inflammable substances.
5. Pesticides.

In connection with the following MACHINES:

1. Power-driven woodworking machinery. (Supervised bona-fide apprentices may do this work.)
2. Grinding, abrasive, polishing or buffing machines.
3. Guillotine action cutting machines.
4. Operation or repair of elevators or other hoisting apparatus.
5. Corn pickers, power-driven hay balers, or power field choppers.
6. Compactors.
7. Circular saws, band saws, guillotine shears.

In connection with the following ACTIVITIES:

1. Oiling, wiping, or cleaning machinery in motion or assisting therein.
2. Work around steam boilers carrying a pressure in excess of 15 pounds.
3. Transportation of payrolls off the employer's premises.
4. Demolition of buildings, ships, or heavy machinery.
5. Construction on work of any kind.

Remember that the above listings contain the hazardous work likely to be applicable on a farm; there are others which apply mostly to non-farm activities. If you want further information about these or the New Jersey Child Labor Law, please contact:

NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT  
Division of Wage and Hour Compliance  
P.O. Box 389  
Trenton, New Jersey 08625-0389

-or-

YOUR LOCAL BOARD OF EDUCATION ISSUING OFFICER